

Justification of Uncontrollable and Related Changes: UPARR

Uncontrollable Cost Component	2003 Estimate	2004 Change
Additional Cost of January Pay Raises		
1 Pay Raises		
Pay and benefit costs for GS-series employees and associated pay rate changes for employees in other pay series		
1. 2003 pay raise	NA	1
1st quarter FY 2004 based on January 2003 increase of 3.1%		
Amount of pay raise absorbed		[1]
2. 2004 pay raise	NA	3
Last three quarters of FY 2004 based on projected January 2004 increase of 2.0%		
Amount of pay raise absorbed		[2]
SUBTOTAL, Pay Raise	NA	4
Other Uncontrollable Cost Changes		
2 One Additional Payday	NA	0
This adjustment reflects the added costs resulting from the fact that there is one more payday in FY 2004 than in FY 2003.		
Amount absorbed for additional payday		[1]
3 Employer Share of Federal Health Benefit Plans	NA	1
The adjustment is for changes in the Federal government's share of the cost of health insurance coverage for Federal employees.		
SUBTOTAL, Other Uncontrollable Cost Changes	NA	1
TOTAL, All UPARR Uncontrollable Cost Changes	NA	5